

Guiding Your Church Through Conflict - Speed Leas Different Drummer - Scott Peck

Notes

Way station on way to healing.

Why People Leave

1. disappointed - needs not met.
2. Change of personal circumstance
3. Estranged (a) overload, burnout (b) restrictive, judgmental
- (c) conflict, hurt by members (d) no one cares.

Wholistic Church Growth Numerical Conceptual
 organic diaconal

Numerical - (depends on environment)

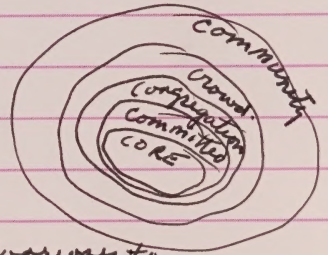
Are we discipling new people coming in to MCC?

Organic - Internal strength of church?

1. Finance
 2. People involved in ministry
- (organic growth when care is growing?)

Conceptual - Intelligence of the faithful.

Diaconal - service to the world.



Membership is not a destination it is a doorway to
discipleship, developing your gifts, doing ministry.

Maslow's hierarchy

1. Self-actualization (growth - give) real discovery of self.
2. Status, self-esteem (involvement)
3. Belonging, acceptance * (entry)
4. Safety
5. Physiological

Charismata - Gifts of Grace

Local pastoral care limits size of churches.

Mobilizing Members into Ministry

developed by Rev. Elder Don Eastman

High commitment or low expectation of members?

*Membership is not a destination, but a doorway:
to discipleship, discovery of your gifts and doing ministry!*

Wholistic Church Growth (Orlando Costas)

Numerical Growth is reflected in the new people being incorporated into the life of the church; *Organic Growth* is reflected in the increasing commitment of church members (such as giving and participation in ministry); *Conceptual Growth* is seen in the growing faith and biblical knowledge of the church's people; and, *Diaconal Growth* is reflected by the church's commitment to serving those outside of the church. A high commitment church will place priority on all these dimensions of growth... for its members and the church as a whole. What opportunities does your church offer members for personal development and growth? What records are kept on the participation of people in your church?

Meeting Members' Needs

Abraham Maslow's hierarchy of human needs is a useful concept for understanding the various levels of needs church members will have over time. Most people come into a church needing a sense *belonging or acceptance*, they progress to a need for *status and self-esteem* which, when met, gives way to the need for *self-actualization*.

Spiritual Gifts: A Model For Mobilizing Ministry

One of the most powerful biblical metaphors to describe the church is the Body of Christ, seen in Romans, I Corinthians and Ephesians. Every member of the Body of Christ receives a gift or gifts of grace, *charisma*, for the building up of the healthy church. Several authors have identified as many as twenty-seven spiritual gifts referenced or inferred in biblical passages. This image of the Body of Christ, continuously built and strengthened as all members in a church learn to discover, develop and use their individual gifts, is one of today's most widely used concepts for mobilizing ministry. Does your church feature spiritual gifts?

This approach usually follows several steps. First, the biblical concept of spiritual gifts is prominently featured in the core values and teaching of the church. Preaching/teaching series, special workshops, and membership classes are used to accomplish this. The most useful resource I have found for this purpose is the book, *Your Spiritual Gifts Can Help Your Church Grow*, by C. Peter Wagner. Secondly, a spiritual gifts inventory/questionnaire is given to church members. I like the inventory developed by Rev. Michael Piazza, included as an appendix in his book, *Growth or Death?* Another approach to the inventory is the *Wagner Modified Houts Questionnaire*. Wagner's materials can be ordered from The International Center for Leadership Development and Evangelism, P.O. Box 41083, RPO South, Winfield, BC V4V1Z7, Canada. The phone, in North America is 800-804-0777. From elsewhere call 250-766-0907. The third step is to structure the ministry functions and tasks to match with the appropriate gifts.

Structure, Staffing and Systems For Ministry

Is your church structured for control or growth?

Most churches plateaued or declining in membership have systems and structures which sustain the status quo. Representative democracy--an elected governing board to which standing committees, staff, ministries and activities report--exercises *control*. It usually is a reasonably efficient system for keeping things the way they are. It often has great difficulty in allowing the kind of change that is required for growth. Ministry is confused with or subordinated to decision making. The leadership focus is on running the church rather than reaching out to meet the needs of the unchurched.

Churches organized for growth live in a sea of constant change. The other constants in these churches are purpose, values, vision and mission. Form follows function; if it honors the purpose, upholds the values, pursues the vision and achieves the mission, a new ministry structure is readily allowed and quickly adopted. The governing board is concerned with results more than rules, with people more than procedures and policies. This, of course, assumes a congregation has great clarity about purpose, values, vision and mission! The significant action in these churches is found in ad hoc groups, ministry teams, vibrant small groups and an exciting (and excited) flow of newcomers. This kind of church writes its organizational chart with a pencil!

Does your church have a ministry plan for next year?

If you fail to plan you plan to fail! You cannot begin to build a viable structure for the ministry of your church without effective planning. Two kinds of planning are important: strategic planning and tactical or operational planning. Strategic planning looks at the long-range, from three to ten years ahead, and tactical planning will focus on the next twelve to eighteen months. Strategic planning will identify *core values*, develop a compelling *vision*, write a clear *mission statement* and determine *from one to three strategies* to achieve the vision. Tactical or operational plans will define *goals*, *objectives* and specific *activity steps* to assure the success of those strategies.

Building Teams For Effective Ministry

Conventional models of church administration usually organize ministry in a hierarchal "command and control" form which emphasizes order, control and predictability. Often they preserve an ideal of the clergy as professional care givers, and congregants as recipients of care. If the congregation is large enough, additional clergy will expand the capacity for care giving. These are typically program-based churches with existing programs structured as standing units or committees. These units can be very competent in function or ministry. This structure will often effectively preserve the status quo and prevent significant innovation or expansion of the church's ministry.

A newer alternative is to structure the ministries of a church around ministry teams that are self-organizing, more self-directed, spontaneous, collaborative, autonomous, and are accountable to the church's core values, vision and mission rather than controlled by the church hierarchy.

Using Spiritual Gifts To Mobile Ministry in Your Church

Note: The following ideas and suggestions are based heavily upon Robert E. Logan's work in *Beyond Church Growth*. If you want your church to grow, and if you see your church's purpose strongly rooted in the Great Commission, I highly recommend this entire book as one of the best and most important you can read.

Stage One: Organize Ministry Tasks/Roles

For every 10 adults attending worship your church should have 6 well-defined roles or tasks. Begin by listing all the tasks or roles presently filled in the various activities and ministries of your congregation. Then carefully study definitions, lists and descriptions of spiritual gifts. There are several approaches and classifications of spiritual gifts by various authors; adapt from them and develop a list that seems appropriate for your church. Next, write a brief job description for each task/role, including which spiritual gifts will be helpful in fulfilling the role or carrying out the task. Finally, assure that you have a database and tracking system to manage the information and subsequent process of training, placement and evaluation.

Stage Two: Design A Placement Process

Begin with an inventory of spiritual gifts which includes orientation to the concept of spiritual gifts. There are several such inventory instruments available; choose the one that meets your church's needs or develop one specifically for your purposes. Then do an assessment of individual interests and skills. This can be done with a questionnaire that identifies individual desire, interests, skills, experience and education. It should include information on previous work or volunteer service the individual has found fulfilling and successful; also information on affirmation the individual has received from others on work or volunteer accomplishments. Finally, establish a system where a spiritual gifts advisor is trained and in place to present options and guide individuals into ministry tasks/roles.

Stage Three: Teach and Guide People Into Ministry Tasks/Roles

First, assure that you have an ongoing comprehensive program of teaching on spiritual gifts. This can use a variety of settings such as membership or newcomer's classes, small group studies, special spiritual gifts workshops, and periodic sermon series or emphases in worship services. Secondly, offer advanced training in spiritual gifts, including mentoring skills for spiritual gifts advisors and others who may mentor individuals as they discover and develop their spiritual gifts. Finally, devise a system for follow-up and evaluation of individual ministry participation as people move in and out of various ministry tasks/roles. Remember that discovery and development of individual spiritual gifts is an evolutionary and dynamic process. New gifts and interests may emerge resulting in a change of preferred ministry tasks or roles for an individual. Continuous evaluation and review of participation is necessary.

Structure, Staffing + Systems - Important 150 members.
Small church - simplicity
Large church - more to offer.

Small church - Board is a working board.
Pastor - relational.

Large church - Staffing (not shepherd - rancher)
Systems of delivery
Teams - Team based ministry

Teams Repeating Patterns

Starts in a definition of purpose or mission (miss. statement)

Worship Team - High quality celebrative Music
Leaders

music	sermon
liturgics	logistics

 gifts the gifts - important for each individual - recruit.
Self-managing.
True to church's purpose + core values.

Every person has an apprentice.

No one can be on more than 2 teams.

Wide spread ownership in church.

Orlando - Omni - Rosen Hotel,

Aug 3-6

Ken Medema

**MCC SAN DIEGO
STRATEGIC GROWTH PLAN
STRATEGIC ISSUE #2: DISCIPLESHIP**

DISCIPLESHIP TEAM

Purpose: Provide the necessary leadership and oversight to assure that MCC San Diego reaches its discipleship goals.

Goals:

1. *Increase the membership base at MCC San Diego by 120 persons by December 31, 1998.*
2. *Actively involve 75% of new members in Covenant Keepers.*
3. *Actively involve 35% of new members in Affinity Groups.*

These goals will be achieved through the efforts of three sub-teams: Host & Hospitality Team, Membership Development Team, and the Affinity Group Development Team.

Objectives:

1. Give guidance and oversight to each of the sub-teams using the *Wisdom of Teams* resources for team development.
2. Ensure equal ethnic and gender balance on all teams.
3. Monitor progress on achieving goals and make appropriate interventions to assure goals are reached or renegotiated.
4. Report monthly to Senior Pastor on the activities and progress of teams.

Host & Hospitality Team

Purpose: To pursue, develop, and implement programs and events assuring that first time guest feel welcome and comfortable, and returning guests are informed of opportunities for affiliation and invited to membership/discovery classes.

Objectives:

1. By February 1, 1998 develop a system for registration and tracking of worship attendance, including provision for the identification of guests and regular attendees/members.
- By December 1, 1997 confer with the Senior Pastor and Worship Team on registration system.
- By January 1, 1998 confer with administrative staff on database requirements and reports.
2. By February 1, 1998 develop a system of reporting and follow up on 1st, 2nd, 3rd, and 4th time guests.
- By January 1, 1998 establish objectives and protocol for follow up actions after each visit.
3. By January 1, 1998 develop structure and systems for a volunteer staff of hosts.
4. By January 15, 1998 establish an Information Center for guests to be staffed before and after all worship services by hosts.
5. By March 1, 1998 begin a monthly information/social event, *Coffee With the Pastor* reception, inviting all guests for the previous two months to attend.

Membership Development Team

Purpose: Facilitate entrance of newcomers into membership and commitment as Covenant Keepers by providing learning/growth opportunities.

Objectives:

1. By March 1, 1998 begin to offer every other month *The Discovery Series*, four weekly classes on basic issues of interest to newcomers and prospective members.
- By June 1, 1998 develop *The Discovery Series* in Spanish and set a regular (at least 2 times a year) schedule for the classes to be presented.
2. By February 1, 1998 develop the structure and systems for a volunteer staff of Sponsors who will provide guidance and encouragement for newcomers going through the discovery/membership process.
3. By May 1, 1998 assess and identify needs for other discipleship opportunities, and present proposals for additional programs and resources.

Group Development Team

Purpose: Facilitate the spiritual growth and ministry participation of congregants through effective groups which foster the increase of knowledge, provide pastoral care, and serve the mission of the church.

Objectives:

1. By September 15, 1998 develop a statement of purpose and criteria for fellowship groups of approximately 15 - 50 people in size.
2. By September 15, 1998 identify all fellowship groups (15-50 people) which presently exist in MCC San Diego; also recommend defining additional fellowship groups meeting purpose and criteria
3. By October 15, 1998 develop a statement of purpose for and criteria for small groups of approximately 5-15 people in size based upon affinity, interests, service or study.
4. By December 31, 1998 create and maintain at least 12 small groups meeting the purpose and criteria, including one Spanish group.

For Strategic Planning Teams

Excerpt adapted from

The Wisdom Of Teams

by Jon R. Katzenbach & Douglas K. Smith

Definition of a team:

A team is a small number of people with complementary skills who are committed to a common purpose, performance goals, and approach for which they hold themselves mutually accountable.

Three Kinds of Teams:

1. Teams who recommend things
2. Teams who make or do things
3. Teams who run or mend things

Three categories of complementary skills:

1. Technical or functional expertise
2. Problem-solving and decision-making skills
3. Interpersonal skills

A Common Purpose and Performance Goals:

1. A common, meaningful purpose sets the tone and aspiration. Teams develop direction, momentum, and commitment by working to shape a meaningful purpose. Most teams shape their purposes in response to a demand or opportunity put in their path, usually by church leadership. Direction from leadership helps teams get started by broadly framing the performance requirements of the church. This is called "solution space," that is, defining the boundaries and scope of authority clearly enough to indicate direction, but flexibly enough to allow the modification required for commitment to develop. The best teams invest a tremendous amount of time and effort exploring, shaping and agreeing on a purpose that belongs to them both collectively and individually. In fact, real teams never stop this "purposing" activity because of its value in clarifying implications for members.

2. Specific performance goals are an integral part of the purpose. Transforming broad directives into specific and measurable performance goals is the surest first step for a team trying to shape a common purpose meaningful to its members. Specific and measurable goals provide several advantages for teams:

---they define a team work-product that, in and of itself, adds real value to the church's results.

---they facilitate clear communications and constructive conflict within the team.

---they help the team to maintain their focus on getting results.

---they allow the team to achieve small wins as it pursues its purpose. Small wins are invaluable to building commitment and overcoming obstacles.

---they are compelling; the challenge team members with a collective eye on a clear goal, the attainment of which will make a difference.

3. *The combination is essential to performance.* A team's purpose and specific performance goals have a symbiotic relationship; each depends on the other to stay relevant and vital. Usually, a team's aspirations and purpose will grow out of a persistent pursuit of specific performance goals.

Commitment to a Common Approach:

A team should invest as much time and effort crafting their working approach as shaping their purpose. A team's approach must include both an economic and administrative aspect as well as a social aspect. To meet that challenge, every member of a team must do "equivalent" amounts of real work that goes beyond commenting, reviewing, and deciding. Team members must agree on who will do particular jobs, how schedules will be set and adhered to, what skills need to be developed, how continuing membership is to be earned, and how the group will make and modify decisions, including when and how to modify its approach to getting the job done. Effective teams always have team members who, over time, assume important social as well as leadership roles such as challenging, interpreting, supporting, integrating, remembering and summarizing. These roles help promote the mutual trust and constructive conflict necessary to the team's success

Mutual Accountability:

No group ever becomes a team until it can hold itself accountable as a team. Accountability is about the sincere promises we make to ourselves and others, promises that underpin two critical aspects of teams: commitment and trust. By promising to hold ourselves accountable to the team's goals, we each earn the right to express our own views about all aspects of the team's effort and to have our views receive a fair and constructive hearing. By following through on such a promise, we preserve and extend the trust upon which any team must be built. Mutual accountability tends to grow as a natural counterpart to the development of team purpose, performance goals, and approach. Accountability arises from and reinforces the time, energy, and action invested in figuring out what the team is trying to accomplish and how best to get it done. Groups that lack mutual accountability for performance have not shaped a common purpose and approach that can sustain them as a team.

Resources For Mobilizing Ministry

compiled by Rev. Elder Don Eastman; 27 October 1997

Highly Recommended:

Easum, William M., *Sacred Cows Make Gourmet Burgers* (Nashville: Abingdon Press, 1995) The subtitle of this book is "Ministry Anytime Anywhere By Anyone." The author draws heavily on trends in business and secular nonprofit organizations to suggest new types of ministry structures which focus less on control and more on freedom for accountable ministry. I wish the book would cite some models of churches where the author's proposed approach is working. Although long on theory and short on example, it has some good ideas for churches attempting team structures for ministry. An earlier book (1993) by the same author and publisher, *Dancing with Dinosaurs*, discusses contemporary shifts from program-based ministry to cell-based ministry.

Kallestad, Walt, and Schey, Steve, *Total Quality Ministry* (Minneapolis, Augsburg, 1994) Co-authored by the senior pastor and chief operating officer of a Lutheran megachurch in Phoenix, this book is an excellent adaptation of the principles of total quality management in a church.

Katzenbach, Jon R., and Smith, Douglas K., *The Wisdom of Teams* (New York: HarperBusiness, 1993) This book is a foundational "must-read" if you choose a team approach to ministry structure in your church. It is also available in audio cassettes.

Logan, Robert E., *Beyond Church Growth* (Grand Rapids: Fleming H. Revell, A Division of Baker Book House, 1989) The chapters on "Mobilizing Believers According to Spiritual Gifts" and "Appropriate and Productive Programming" are particularly useful.

Parsons, George, and Leas, Speed B., *Understanding Your Congregation As A System* (Washington: The Alban Institute, 1993) This is an excellent introduction to the importance and potential of a systems approach to organizational development in the local congregation. A Congregational Systems Inventory is also available.

Wagner, C. Peter, *Your Spiritual Gifts Can Help Your Church Grow* (Ventura: Regal Books, 1979) The best book I have found on the use of spiritual gifts for mobilizing ministry.

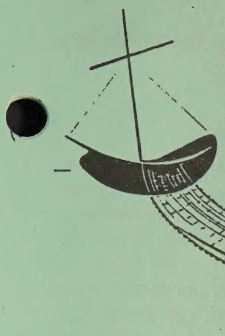
Other Useful Resources:

George, Carl F. and Logan, Robert E., *Leading & Managing Your Church* (Old Tappan, NJ: Fleming H. Revell Company, 1987)

Schaller, Lyle, *The Senior Minister* (Nashville: Abingdon Press, 1988)

Shawchuck, Norman and Heuser, Roger, *Leading the Congregation* (Nashville: Abingdon Press, 1993)

Wagner, C. Peter, *Leading Your Church to Growth* (Ventura CA: Regal Books, 1984)



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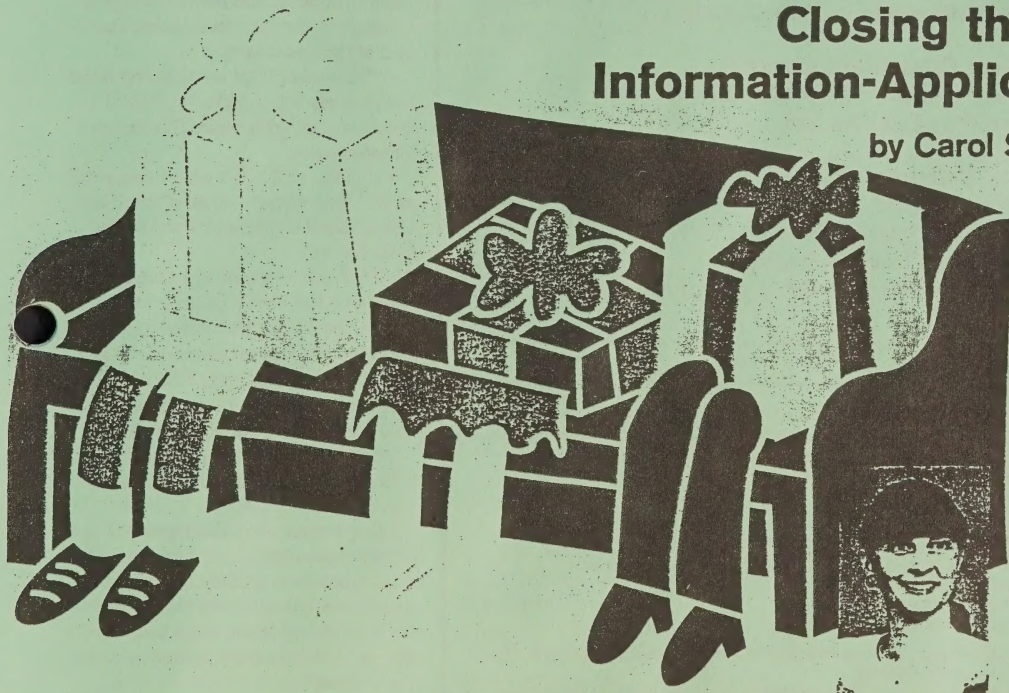
New Ideas in Church Vitality & Leadership

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Spiritual Gifts Inventories Closing the Information-Application Gap

by Carol Shanks



Shanks is associate pastor of St. Paul United Church of Christ, Waterloo, Illinois, a 5,072-population community in southern Illinois. The congregation's average worship attendance is 500. Fred Wehrenberg is pastor.

Congregations sometimes use spiritual gifts inventories in ways that provide light without heat—insightful information without practical application. People enjoy learning about themselves. But how do they make the mental leap from having that information to using it in the church?

Our congregation bridges that gap in a way that significantly increases the effectiveness of new-

member assimilation procedures. Our new members take a spiritual gifts inventory in their new-member orientation class. We use the inventory results as a working tool to help them get involved in ministry roles.

Rather than lengthen our new-member orientation, we ask people to complete their spiritual gifts inventories at home, requesting that they bring them to the church office

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Spiritual Gifts Inventories

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for scoring. Because they want to know how they scored, they always return the answer sheets. Scoring the inventories in the church office also allows us to send new-member sponsors copies of the new members' gift clusters and the list of ministries in which various gifts fit. (If you use a self-scoring procedure, assign a "0" to the items marked *No*, a "2" to the items marked *Sometimes*, and a "4" to the items marked *Yes*.)

New members find the spiritual gifts inventory quite interesting. Some examples of their comments:

- "We always filled out time and talent sheets at my last church. But I never knew what my gifts were. This makes a lot more sense."

- "I pretty well knew what I was good at. But there were a couple of surprises. Guess I need to take a look at some of those things."

- A woman mature in her Christian faith (who had been a pastor's wife, is now widowed, and has moved to our community to be near her children) said, "What a wonderful thing. This isn't just what we want to do. It teaches us the spiritual dimension of our gifts and talents."

Our church leaders find the spiritual gifts inventory process not only interesting but "ministry practical":

- The woman who coordinates our new-member sponsors feels this inventory helps sponsors to identify the groups toward which they should guide people.

- A consistory leader remarked, "Looks like we're serious about getting new people involved."

- The pastors have found the inventory especially helpful in guiding and encouraging members.

People join churches because they want to be fed and nurtured in their faith. That happens in different ways with different people. The larger a congregation becomes, the more intentional it must be in making certain that new members find places. Our church is serious about helping people find where they can best use their gifts, and this spiritual gifts inventory begins that process. The materials on the following pages are the tools we use.

Spiritual Gifts Inventory

The Bible tells us that every believer is given a spiritual gift for the purpose of building up God's Church (1 Corinthians 12:7). This is exciting news! God has given each of us a special gift.

As disciples our responsibility is to discern, experiment with, and use our spiritual gifts.

Spiritual gifts are special abilities, talents, or yearnings that God gives to every disciple, for the purpose of building up the Church.

This spiritual gifts inventory will help you *begin* to discover what your spiritual gifts might be. Use the information this inventory yields to discern more clearly God's will for your ministry in life.

This is not a test. There are no right or wrong answers. Each statement has three possible responses. As you read each statement, reflect for a moment as to how it describes you, and then write Y, S, or N beside the item to indicate one of these three responses.

Yes—I have *positive feelings/much* enjoyment

Sometimes—I have *neutral feelings/modest* enjoyment

No—I have *negative feelings/no* enjoyment, or DOES

NOT APPLY

EXAMPLE:

___ When I do things behind the scenes and others are helped, I am joyful.

If this describes you well, write **Y** in the blank.

If this is only partly true about you, write **S** in the blank.

If this does not describe you at all, write **N** in the blank.

Answer

- ___1. I am able to organize ideas, things, time, and people for more effective results.
- ___2. I receive much joy from working with my hands on various arts and crafts.
- ___3. I find that my skills in building or repairing objects benefit others.
- ___4. I like sharing with other people how God has changed my life.
- ___5. I am able to share words of encouragement with those who are struggling in life.
- ___6. There have been times when I have felt sure I knew God's specific will for the future, even when others have not been so sure.
- ___7. I am so confident that God will meet my needs that I give to him sacrificially and consistently.
- ___8. I find joy in being a help to someone who can utilize my help and

concern.

- ___9. My home is always open to people passing through who need a place to stay.
- ___10. When I am asked to pray for others, I feel that my prayers will have tangible results.
- ___11. Oftentimes, I am able to perceive what is in the heart or mind of another person without his or her telling me.
- ___12. I am able to motivate people to get things done.
- ___13. I enjoy doing things to comfort people during sickness or times of problems and/or anxiety.
- ___14. When I am singing, I feel a great sense of joy.
- ___15. I would enjoy being involved in an instrumental music presentation.
- ___16. I appreciate being called on to do things for other people.

- ___17. I have enjoyed relating to a certain group of people over a long period of time, sharing personally in their successes and failures.
- ___18. I feel that I can communicate biblical truths to others so that they are helped.
- ___19. When important decisions need to be made, I sense a confidence in God's guidance.
- ___20. When I use my ability to write, I know others will learn and grow from it.
- ___21. I am able to plan and administer programs that will be of benefit to others.
- ___22. I enjoy the times that I am able to create beautiful items with my hands.
- ___23. I enjoy the work necessary for gardening, landscaping, and other projects.
- ___24. I feel comfortable telling others how God has changed my life.

Please turn to next page

Spiritual Gifts Inventories

Continued from page 3

____25. I am able to talk with and build up those who are having difficulties in life, whether they are in despair, sorrow, or not sure of themselves.

____26. When in a group, I am the one others often look to for vision and direction.

____27. I am ready to forego certain privileges in order to give money to God's work.

____28. When I serve the Lord, I really don't care who gets the credit.

____29. I enjoy inviting visitors and guests (*strangers*) home to dinner after Sunday morning worship.

____30. I take prayer requests very seriously and pray until the answer comes.

____31. I have the ability to discover new truths for myself through reading or observing the situation firsthand.

____32. I am able to lead small and/or large groups of people into making decisions.

____33. I enjoy helping and working with those people who are ignored by others.

____34. In the area of vocal music, I enjoy performing alone and/or in a group of singers.

____35. I am able to play a musical instrument effectively.

____36. When other people ask me to lend a helping hand, I feel special.

____37. I feel comfortable in leading a small group in Bible study.

____38. I find it rewarding to teach people more about the Lord.

____39. When a person has a problem, as a Christian I can frequently see what is best to do.

____40. I find pleasure in composing and writing paragraphs and stories for the growth of others.

____41. I can easily delegate important responsibilities to other people.

____42. I find joy in having a beautiful lawn, flowers, and shrubs that are properly placed and maintained.

____43. The repair and maintenance of things comes easily to me.

____44. It is easy for me to talk to other people about life and/or spiritual matters.

____45. I am able to speak words of encouragement to those who are troubled, discouraged, or not sure of themselves.

____46. I am able to trust in the reliability of God when all else looks dim.

____47. I am content to maintain a lower standard of living in order to benefit God's work financially.

____48. When I do things behind the scenes and others are helped, I am joyful.

____49. I am able to provide food and/or lodging graciously and willingly to people who are in need.

____50. I find myself praying when I could be doing other things.

____51. Through study or experience, I have been able to discern the wisest course of action to take in major decisions.

____52. When a group I am in is lacking organization, I tend to step in to fill the gap.

____53. Sometimes when I help people out, I know they may not even say "thank you," but I still enjoy helping them.

____54. I enjoy singing familiar gospel songs with a group of fellow Christians.

____55. I know that my ability to perform instrumental music has been a blessing to others.

____56. I respond cheerfully when asked to do a job, even if it seems menial.

____57. I enjoy leading small groups of people, especially when I am able to show genuine care and concern for them.

____58. I enjoy helping others learn things about Scripture that aid in building them up.

____59. I can intuitively arrive at solutions to fairly complicated problems.

____60. I am able to put my thoughts and ideas into positive, written form.

____61. I am able to set goals and objec-

tives, and then make plans to reach them.

____62. I find joy in painting pictures or in making handcrafted objects.

____63. I find joy in lawn care and other outside maintenance.

____64. When I share my faith with others, I see positive results in their lives.

____65. I often share words of comfort, cheer, or encouragement with others.

____66. I really believe that God will not let me down, even though everything around me seems to be falling apart.

____67. I really enjoy giving my time and treasures to God's work.

____68. I am able to assist key leaders to relieve them of detail work, so they can get back to their main jobs.

____69. When people visit me at home, I am confident they feel good about being there.

____70. I regard prayer as one of my favorite spiritual exercises.

____71. I am able to pick up on important biblical truths that benefit me and others.

____72. People look to me as a leader when things need to be done.

____73. I enjoy working with those less fortunate than I.

____74. I am able to lead others in singing.

____75. I enjoy using my instrumental music talents for the appreciation of my friends and to the glory of God.

____76. I enjoy being a follower more than a leader.

____77. I have brought back to faith friends or relatives who have strayed away.

____78. I enjoy teaching children or adults about God's love.

____79. If one of my friends is faced with a problem, I am able to sort out what God's will is for him or her.

____80. I enjoy writing words that will be of benefit to those who read them.

Please turn to page 6

Spiritual Gifts Inventories

Continued from page 4

Discovering Your Spiritual Gifts

This inventory has given you a tentative evaluation of your gifts. This is a guideline for you to follow when you experiment with the gifts and determine what specific gifts the Lord has blessed you with.

Values of Answers				Total	Gift
1	21	41	61	_____	Administration
2	22	42	62	_____	Craftsmanship (<i>Arts/Crafts</i>)
3	23	43	63	_____	Craftsmanship (<i>Manual</i>)
4	24	44	64	_____	Evangelism
5	25	45	65	_____	Exhortation
6	26	46	66	_____	Faith
7	27	47	67	_____	Giving
8	28	48	68	_____	Helps
9	29	49	69	_____	Hospitality
10	30	50	70	_____	Prayer
11	31	51	71	_____	Knowledge
12	32	52	72	_____	Leadership
13	33	53	73	_____	Mercy
14	34	54	74	_____	Music (<i>Vocal</i>)
15	35	55	75	_____	Music (<i>Instrumental</i>)
16	36	56	76	_____	Serving
17	37	57	77	_____	Shepherding
18	38	58	78	_____	Teaching
19	39	59	79	_____	Wisdom
20	40	60	80	_____	Writing

Discovering Your Spiritual Gift Cluster

The six highest scores reflect your unique set of gifts.

Gift Cluster _____ Point Total _____

1. _____
2. _____
3. _____
4. _____
5. _____
6. _____

Name _____

Phone _____

Address _____



Summary of Spiritual Gifts

Administration: The gift of administration will benefit you in understanding and setting goals for various groups and organizations. It will give you direction in making plans to achieve those goals. You will be able to plan programming, work with facts and/or figures, and see that goals and ideas are accomplished. *Scriptural References:* 1 Corinthians 12:28 (NIV), Romans 12:8, Acts 6:1-7.

Craftsmanship—Arts/Crafts: This gift or glorified talent will give you the ability to use your hands, thoughts, and mind to further God's Kingdom through artistic, creative means. You may also serve as a trainer for others to develop their abilities in this area. *Scriptural References:* Exodus 31:3-11, Ezekiel 27:4, 1 Chronicles 4:14.

Craftsmanship—Manual: This gift or glorified talent will give you the ability to use your hands and ideas in the areas of maintenance and upkeep of God's physical blessings. *Scriptural References:* 2 Chronicles 34:9-13, 1 Chronicles 4:14, Ezekiel 27:4-9.

Evangelism: The gift of evangelism will give you the power to share the Good News of the love of Jesus with the lost, in such a way that those with whom you share will come to know Jesus as their Lord and Savior. *Scriptural References:* Ephesians 4:11, Acts 5:42, Acts 8:5-8, Acts 13:42-43, Acts 11:20-21.

Exhortation: The gift of exhortation will allow you to speak words of comfort, encouragement, admonition, or counsel to members of the Body in such a way that they will be strengthened and built up. *Scriptural References:* Romans 12:8, Acts 14:21-22, Hebrews 10:25.

Faith: The gift of faith will allow you to see with confidence what God's will is for your life and, more importantly, for the Body of Christ of which you are a member. You will have no fear of moving ahead, even though everything around you seems to be holding you back. *Scriptural References:* 1 Corinthians 12:9, Romans 4:20-21, Acts 27:21-25.

Giving: The gift of giving will allow you to give liberally of your treasures and time. As you give, you will experience much joy and satisfaction. *Scriptural References:* Romans 12:8, Mark 12:41-44, Malachi 3:10, 2 Corinthians 8:1-7.

Helps: The gift of helps will give you the opportunity to help other members of the Body grow in their service. You will feel needed as you relieve others of tasks that are burdening them. *Scriptural References:* 1 Corinthians 12:28, Romans 16:1-2, Mark 2:3-4.

Hospitality: The gift of hospitality will give you the opportunity to be open and caring to those in need. You will enjoy having people in your home and will feel good as you provide food and lodging. *Scriptural References:* 1 Peter 4:9-10, Acts 16:15, 3 John 1:5-8.

Prayer: This gift or unique role will allow you to pray for other members of the Body in such a way that your prayers will be of benefit to them. You will enjoy praying regularly and, perhaps, for extended periods of time. You will be able to see frequent and specific answers to prayer that many of your fellow Christians who do not have this gift cannot see. *Scriptural References:* James 5:14-16, Colossians 4:12, Acts 6:4, Acts 12:5, Ephesians 6:18.

Knowledge: The gift of knowledge will give you the ability to use information and ideas you have learned and thought out for the well-being of the Body. Your sharing of your gift of knowledge will allow the church to become healthy and grow. *Scriptural References:* Matthew 16:17, 1 Corinthians 12:8, 1 Corinthians 13:2.

Leadership: The gift of leadership will allow you to be a goal-setter and leader of God's people. They will look to you for guidance and direction. Your leadership will bring glory to God and growth to his church. *Scriptural References:* Hebrews 13:17, Acts 7:10.

Mercy: The gift of mercy allows you to reach out to people who are in need. Your words of care and concern and your actions will aid in building up those who may have physical, mental, or emotional problems. The things you will do will allow those you serve to see the love of Christ in you and through you. *Scriptural References:* Romans 12:8, Acts 9:36, Luke 10:33-35.

Music—Vocal: This gift or glorified talent will allow you to use your voice to sing praises to the Lord in such a manner that those around you will feel strength-

ened and built up. *Scriptural References:* Colossians 3:16, 2 Chronicles 5:12-13, Nehemiah 12:42, James 5:13.

Music—Instrumental: This gift or glorified talent will allow you to play an instrument in such a manner that it will bring praise to God and build up those around you. *Scriptural References:* 1 Chronicles 16:42, Psalm 150:4-5; Isaiah 38:20.

Serving: The gift of serving will allow you to see things that need to be done. Often these are tasks overlooked by others, especially those in leadership positions. Assuming the role of the servant will bring you much joy and will build up the Body of Christ. *Scriptural References:* Romans 12:7 (NIV), 2 Timothy 1:16-18, Romans 14:18-19.

Shepherding: The gift of shepherding (pastoring) will give you the ability to reach out and care in a spiritual manner for an individual or for a group. You will serve as one who is a counselor, an encourager, a shepherd. You will see that God's Word is fed to those in your care and you will also feel a responsibility for the general well-being of the individual or group. *Scriptural References:* Ephesians 4:11, Thessalonians 5:12, Acts 20:28.

Teaching: The gift of teaching will give you the ability to share knowledge with members of the Body (children and/or adults) that will serve in building them up in Christ. Your teaching will aid the growth and health of the Body. *Scriptural References:* 1 Corinthians 12:28, Romans 12:7, Ephesians 4:11, Acts 20:20-21.

Wisdom: The gift of wisdom will allow you to have a special understanding of situations that arise in people's lives. You will be able to offer counsel and advice. As you do this, the Body of Christ will become more healthy and grow. *Scriptural References:* 1 Corinthians 12:8, Acts 6:3-10, 1 Corinthians 2:6-16.

Writing: This gift or glorified talent will allow you to put your thoughts and ideas into words that will be meaningful and relevant to those who read them. As they are read, people will find guidance, knowledge, courage, or edification. *Scriptural References:* Psalm 45:1, Philippians 3:1, Jude 3.

Please turn to next page

Spiritual Gifts Inventories

Continued from page 7

Time and Talent Commitment Sheet

I would be interested in sharing my time and talents in furthering the mission of our church in the following ways
(please place a check before any in which you are willing to participate):

Vocal

- ☐ Choir Member
- ☐ Soloist (summer/Lent)

Teaching

- ☐ Church School
- ☐ Substitute (Church School)
- ☐ Vacation Bible School
- ☐ Dance
- ☐ Drama
- ☐ Crafts
- ☐ Bible Study

Wisdom

- ☐ Youth Sponsor
- ☐ Shut-In Visitor
- ☐ Parish Nurse Committee
- ☐ Small Group Bible Study
- ☐ Church School Teacher
- ☐ Vacation Bible School
- ☐ LOGOS Program
- ☐ New-Member Sponsor

Arts/Crafts

- ☐ Sewing
- ☐ Bulletin Boards
- ☐ Banners
- ☐ Vacation Bible School
- ☐ Photography
- ☐ Video
- ☐ Quilting
- ☐ Floral Arranging
- ☐ LOGOS Table Decorating
- ☐ Day Off Retreats
- ☐ Costume Help

Instrumental

- ☐ Handbells
- ☐ Instrument: _____

Hospitality

- ☐ Usher 8:45 10:15
- ☐ Greeter 8:45 10:15
- ☐ Fellowship Hour Greeter
- ☐ Host Home Bible Study
- ☐ Provide Transportation:
 - ☐ to church (van)
 - ☐ to doctors' offices

Exhortation

- ☐ Lector/Reader
- ☐ Shut-In Visitor
- ☐ Youth Sponsor
- ☐ Parish Nurse Committee
- ☐ Mission Moment
- ☐ Drama
- ☐ LOGOS Comforter
- ☐ New-Member Sponsor

Leadership/Shepherding

- ☐ Shut-In Visitor
- ☐ Teen Night Sponsor
- ☐ Youth Sponsor
- ☐ Nursery Attendant
- ☐ Camp Counselor
- ☐ LOGOS Bible Study Leader
- ☐ LOGOS Table Parent
- ☐ Small Group Bible Study
- ☐ Church School Teacher
- ☐ Vacation Bible School
- ☐ New-Member Sponsor

Prayer

- ☐ Prayer Chain
- ☐ Afternoon Prayer Group
- ☐ Evening Prayer Study

Evangelism

- ☐ Shut-In Visitor
- ☐ Bible Study Group
- ☐ Drama
- ☐ Lector/Reader
- ☐ Visitor Visitation
- ☐ Telephone Shut-Ins
- ☐ Friendship Bread Committee

Mercy

- ☐ Provide Transportation:
 - ☐ to church (van)
 - ☐ to doctors' offices
- ☐ Parish Nurse Committee
- ☐ Shut-In Visitor
- ☐ Telephone Shut-Ins
- ☐ Funeral Meal Serving
- ☐ Running Errands
- ☐ Mission Committee

Manual

- ☐ Carpentry
- ☐ Plumbing
- ☐ Electrical
- ☐ Painting
- ☐ Building and Grounds
- ☐ Transportation
- ☐ Snow Removal
- ☐ Cutting Grass
- ☐ Outdoor Sign Changing
- ☐ Shrubs
- ☐ Work Day

Serving

- ☐ Fellowship Hour
- ☐ Funeral Meals
- ☐ Potluck Dinners
- ☐ Communion Preparation
- ☐ Communion Cleanup
- ☐ LOGOS Program
- ☐ Preparing Mailings
- ☐ Typing/Computer Skills
- ☐ Nursery Attendant
- ☐ 8:45 _____ 10:15
- ☐ Telephoning
- ☐ Communion Processor
- ☐ Usher 8:45 _____ 10:15
- ☐ Greeter 8:45 _____ 10:15
- ☐ Vacation Bible School Snacks
- ☐ Friendship Bread Committee
- ☐ Mission Committee

Leadership/Administration

- ☐ Consistory
- ☐ Nominating Committee
- ☐ Stewardship Committee
- ☐ Long-Range Planning Committee
- ☐ Insurance Committee
- ☐ Investment Committee
- ☐ Cemetery Board
- ☐ Board of Christian Education
- ☐ Worship Review Committee
- ☐ Evangelism Committee
- ☐ Building and Grounds Committee
- ☐ Personnel Committee
- ☐ Conference Delegate

Knowledge/Teacher

- ☐ Teacher
- ☐ Camp Counselor
- ☐ Day Off Retreats
- ☐ Sports: _____

Writing

- ☐ Newsletter Articles
- ☐ Publicity/Newspaper
- ☐ Notewriter

Helps/Faith

(check your other gifts for specific area in which to help)

Giving

- ☐ Stewardship Committee
- (see your other gifts)

Adult Fellowship Groups

- ☐ Women's Fellowship
- ☐ Mothers Club
- ☐ Crafters Circle
- ☐ Men's Ministries
- ☐ Churchmen's Fellowship
- ☐ Married Couples Club
- ☐ Adoption Support Group
- ☐ Women's Aerobics
- ☐ Men's Basketball
- ☐ Chancel Choir
- ☐ Handbell Choir
- ☐ Co-Ed Volleyball
- ☐ Family Volleyball

Youth Fellowship Groups

- ☐ Child's World Preschool (Mon.-Fri.)
- ☐ Day Off Retreats
- ☐ Genesis (5th-6th grades)
- ☐ Crossroads (7th-8th grades)
- ☐ Sr. High Fellowship (high school)
- ☐ Wacky Wednesday Fun Spot (4th-12th grades, mid-week)
- ☐ Teen Night
- ☐ Chime Choir (4th-8th grades)
- ☐ Carol Choir (2nd-3rd grades)
- ☐ Youth Choir (4th-6th grades)
- ☐ Jr. High Choir (7th-8th grades)
- ☐ Teen Singers (high school)
- ☐ Christian Dance Company (high school)

Name _____

Phone _____

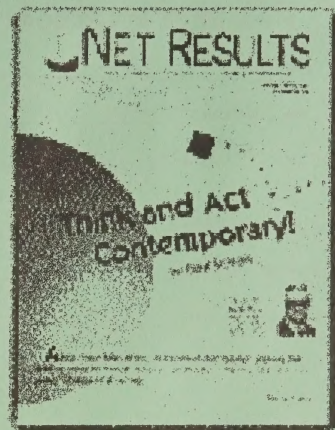
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